



***PERSONNEL/DEPLOYMENT
TEMPO (PERS/DEPTEMPO)
Overview Brief, SR 1-02
Conference***

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Purpose



- To provide an overview of PERSTEMPO/DEPTTEMPO and ongoing and future actions to address the PERSTEMPO requirements and their impact on the Marine Corps.

PERSTEMPO



- Legislation
 - **National Defense Authorization Acts FY 2000, 2001, & 2002**
 - **Intent - to not excessively deploy service members, in order to not adversely affect their Quality Of Life and retention**
 - **\$100/day for every day deployed over 400 in a 730 day period**

Definitions *



OPTEMPO:
The tempo of units
involved in all military
activities.

PERSTEMPO:
Amount of time a Marine is
engaged in his official duties at a
location or under circumstances
that make it infeasible for the
Marine to spend off-duty time in
his permanent duty station
housing.

DEPTEMPO:
DEPTEMPO equals PERSTEMPO minus:

- School
- Confinement
- Hospitalization
- Funeral Duty (Reserve Only)
- IDT away from home (Reserve Only)
- Muster (IRR only)

**Deployed time
Tracked
Counts toward
\$**



Deployment Types

- Deployment Categories Listed by OSD
 - Deployments (Counts towards \$100/day):
 - Named Operations (including being TDY to the operation)
 - Contingency (DAA-WAA)
 - Counter Drug (DAD-WAD)
 - Law Enforcement Operation (DAE-WAE)
 - US Domestic Civil (DAF-WAF)
 - Humanitarian (DAG-WAG)
 - Peace Keeping (DAH-WAH)
 - Surveillance (DAI-WAI)
 - Forward Presence (DAO-WAO)
 - Hospitalized during operation (DAP-WAP)



Deployment Types

– Deployments (continued)

- Exercise (includes being TAD to exercise)
 - Joint or Combined (DBJ-WBJ)
 - Service (DBK-WBK)
 - NATO (DBL-WBL)
 - Hospitalized during exercise (DBP-WBP)
- Unit Training (away from PDS)
 - Combined Training Center (DCM-WCM)
 - Training Area (DCN-WCN)
 - Hospitalized during unit training (DCP-WCP)
- Home Station Training (field duty at PDS) (DFZ-WFZ)
- **Mission Support TDY** (includes anything supporting overall mission of the organization, may not be a deployment in the Marine Corps sense of the word.)
 - No subcategories (DDZ-WDZ)



Non-deployment Types

- Non-deployments (Does NOT count toward \$100/day entitlement)
 - Individual Training/School TDY (NEZ)
 - Duty in Garrison (NGZ)
 - Hospitalization (except while deployed) (NHZ)
 - Disciplinary event (confinement) (NIZ)
 - ITD (Reserve drill away from HTC) (NJZ)
 - Muster Duty (IRR) (NKZ)
 - Funeral Honors Duty (Reserve away from HTC) (NLZ)

Important Deptempo Considerations



- 182/365 days—BGen approval--31 Mar 01
- >220/365 days
 - MARFORLANT or MARFORPAC approval for Operating Forces
 - CMC, ACMC or DC M&RA approval for others
 - 8 May 01
- >400/730 days --\$100 per day --7 Nov 01
- SecNav—May suspend applicability of deployed time when he determines such a waiver is necessary in the interest of national security



DEPTEMPO Impacts

- High-deployment per diem (HDPD) payments equate to “paying premiums” for doing what we do as part of normal operations & deployments.
- DEPTEMPO management causes commanders to make decisions that risk stability and cohesion: (1) break continuity and cohesion of units to avoid exceeding 400-day threshold, or: (2) reduce pre-deployment training to preclude exceeding the threshold.
- Marines join to train & deploy; may adversely affect retention if not allowed to do so.
- Existing legislation is inconsistent with the Marine Corps’ expeditionary, forward-deployed nature
- Not intent of Congress to fundamentally change what the Corps does for the nation



DEPTEMPO DATA

- Marine Corps is actively tracking and managing DEPTEMPO, active & reserve component
- DEPTEMPO MCTFS Status as of 29 Mar 02:
 - 9,065 active component Marines had 182 – 219 days
 - 4,420 Marines had 220 – 249 days
 - 8,291 Marines had 250 – 400 days
 - Equates to 34,487 waivers (including both levels)
 - *Quality Assurance checks of data are ongoing* - Not all units are reporting correctly (MARADMIN 051/02, DEPTEMPO Under-Reporting Corrective Action)



Ongoing/planned Actions

- Continue to seek legislative relief
- **Ensure that units are reporting correctly (we cannot make correct decisions without correct data)**
- Conduct inspections of reporting, e.g., IGMC, MCAAT
- Refine and cost our data
- Obtain and analyze DEPTempo data and determine whether any actions are necessary and possible
- Provide detailed & standardized reporting and tracking guidance to the Marine Corps
- DRAFT, staff and approve MCO



DEPTEMPO Waiver

- SecDef memo of 8 Oct 01 invoked National Security Waiver
- Suspends management of “High-Deployment Days”
- Suspends accrual of DEPTEMPO towards payment (\$100/day HDPD)
- Continue DEPTEMPO tracking & reporting
- ALMAR 052/01 & PAA 08-01
- Duration? DEPTEMPO counts?



CMC Guidance, ALMAR 052/01

- Implement DEPTempo program according to law.
 - **HQMC will fund... Not operational/affected units.**
 - **Do NOT avoid DEPTempo - determine true impact.**
- Continue data collection, assessment, and determination of consequences & options.
- Intent:
 - **Program should never interfere with a Marine's career.**
 - **Manpower business/decisions should be unchanged.**
 - **Mission requirements dictate decisions not funding.**
 - **Once data collected, pursue funding or legislative relief.**



Questions?
